

### **C1 Salary benchmarks by Sector**

*Released in Aug 2025*

| <b>Accommodation</b> |                                                                                       |                                                                                       |
|----------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>Age</b>           | <b>Required salary for 10 points (65<sup>th</sup> percentile of local PMETs) (\$)</b> | <b>Required salary for 20 points (90<sup>th</sup> percentile of local PMETs) (\$)</b> |
| ≤23                  | 4,341                                                                                 | 5,578                                                                                 |
| 24                   | 4,444                                                                                 | 5,902                                                                                 |
| 25                   | 4,547                                                                                 | 6,225                                                                                 |
| 26                   | 4,651                                                                                 | 6,549                                                                                 |
| 27                   | 4,754                                                                                 | 6,872                                                                                 |
| 28                   | 4,857                                                                                 | 7,196                                                                                 |
| 29                   | 4,960                                                                                 | 7,519                                                                                 |
| 30                   | 5,063                                                                                 | 7,843                                                                                 |
| 31                   | 5,166                                                                                 | 8,166                                                                                 |
| 32                   | 5,270                                                                                 | 8,490                                                                                 |
| 33                   | 5,373                                                                                 | 8,813                                                                                 |
| 34                   | 5,476                                                                                 | 9,137                                                                                 |
| 35                   | 5,579                                                                                 | 9,460                                                                                 |
| 36                   | 5,682                                                                                 | 9,784                                                                                 |

| Accommodation |                                                                                 |                                                                                 |
|---------------|---------------------------------------------------------------------------------|---------------------------------------------------------------------------------|
| Age           | Required salary for 10 points (65 <sup>th</sup> percentile of local PMETs) (\$) | Required salary for 20 points (90 <sup>th</sup> percentile of local PMETs) (\$) |
| 37            | 5,786                                                                           | 10,107                                                                          |
| 38            | 5,889                                                                           | 10,431                                                                          |
| 39            | 5,992                                                                           | 10,754                                                                          |
| 40            | 6,095                                                                           | 11,078                                                                          |
| 41            | 6,198                                                                           | 11,401                                                                          |
| 42            | 6,301                                                                           | 11,725                                                                          |
| 43            | 6,405                                                                           | 12,048                                                                          |
| 44            | 6,508                                                                           | 12,372                                                                          |
| ≥45           | 6,611                                                                           | 12,695                                                                          |

| <b>Administrative &amp; Support</b> |                                                                                       |                                                                                       |
|-------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>Age</b>                          | <b>Required salary for 10 points (65<sup>th</sup> percentile of local PMETs) (\$)</b> | <b>Required salary for 20 points (90<sup>th</sup> percentile of local PMETs) (\$)</b> |
| ≤23                                 | 5,654                                                                                 | 9,389                                                                                 |
| 24                                  | 5,823                                                                                 | 9,764                                                                                 |
| 25                                  | 5,993                                                                                 | 10,139                                                                                |
| 26                                  | 6,162                                                                                 | 10,515                                                                                |
| 27                                  | 6,331                                                                                 | 10,890                                                                                |
| 28                                  | 6,501                                                                                 | 11,265                                                                                |
| 29                                  | 6,670                                                                                 | 11,640                                                                                |
| 30                                  | 6,839                                                                                 | 12,015                                                                                |
| 31                                  | 7,009                                                                                 | 12,390                                                                                |
| 32                                  | 7,178                                                                                 | 12,766                                                                                |
| 33                                  | 7,347                                                                                 | 13,141                                                                                |
| 34                                  | 7,517                                                                                 | 13,516                                                                                |
| 35                                  | 7,686                                                                                 | 13,891                                                                                |
| 36                                  | 7,855                                                                                 | 14,266                                                                                |

| <b>Administrative &amp; Support</b> |                                                                                       |                                                                                       |
|-------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>Age</b>                          | <b>Required salary for 10 points (65<sup>th</sup> percentile of local PMETs) (\$)</b> | <b>Required salary for 20 points (90<sup>th</sup> percentile of local PMETs) (\$)</b> |
| 37                                  | 8,024                                                                                 | 14,642                                                                                |
| 38                                  | 8,194                                                                                 | 15,017                                                                                |
| 39                                  | 8,363                                                                                 | 15,392                                                                                |
| 40                                  | 8,532                                                                                 | 15,767                                                                                |
| 41                                  | 8,702                                                                                 | 16,142                                                                                |
| 42                                  | 8,871                                                                                 | 16,517                                                                                |
| 43                                  | 9,040                                                                                 | 16,893                                                                                |
| 44                                  | 9,210                                                                                 | 17,268                                                                                |
| ≥45                                 | 9,379                                                                                 | 17,643                                                                                |

| <b>Air &amp; Sea Transport</b> |                                                                                       |                                                                                       |
|--------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>Age</b>                     | <b>Required salary for 10 points (65<sup>th</sup> percentile of local PMETs) (\$)</b> | <b>Required salary for 20 points (90<sup>th</sup> percentile of local PMETs) (\$)</b> |
| ≤23                            | 5,837                                                                                 | 9,335                                                                                 |
| 24                             | 6,098                                                                                 | 9,867                                                                                 |
| 25                             | 6,359                                                                                 | 10,399                                                                                |
| 26                             | 6,620                                                                                 | 10,932                                                                                |
| 27                             | 6,882                                                                                 | 11,464                                                                                |
| 28                             | 7,143                                                                                 | 11,996                                                                                |
| 29                             | 7,404                                                                                 | 12,528                                                                                |
| 30                             | 7,665                                                                                 | 13,061                                                                                |
| 31                             | 7,926                                                                                 | 13,593                                                                                |
| 32                             | 8,187                                                                                 | 14,125                                                                                |
| 33                             | 8,448                                                                                 | 14,657                                                                                |
| 34                             | 8,710                                                                                 | 15,190                                                                                |
| 35                             | 8,971                                                                                 | 15,722                                                                                |
| 36                             | 9,232                                                                                 | 16,254                                                                                |

| <b>Air &amp; Sea Transport</b> |                                                                                       |                                                                                       |
|--------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>Age</b>                     | <b>Required salary for 10 points (65<sup>th</sup> percentile of local PMETs) (\$)</b> | <b>Required salary for 20 points (90<sup>th</sup> percentile of local PMETs) (\$)</b> |
| 37                             | 9,493                                                                                 | 16,786                                                                                |
| 38                             | 9,754                                                                                 | 17,318                                                                                |
| 39                             | 10,015                                                                                | 17,851                                                                                |
| 40                             | 10,276                                                                                | 18,383                                                                                |
| 41                             | 10,537                                                                                | 18,915                                                                                |
| 42                             | 10,799                                                                                | 19,447                                                                                |
| 43                             | 11,060                                                                                | 19,980                                                                                |
| 44                             | 11,321                                                                                | 20,512                                                                                |
| ≥45                            | 11,582                                                                                | 21,044                                                                                |

| <b>Arts, Entertainment &amp; Recreation</b> |                                                                                       |                                                                                       |
|---------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>Age</b>                                  | <b>Required salary for 10 points (65<sup>th</sup> percentile of local PMETs) (\$)</b> | <b>Required salary for 20 points (90<sup>th</sup> percentile of local PMETs) (\$)</b> |
| ≤23                                         | 4,534                                                                                 | 6,545                                                                                 |
| 24                                          | 4,750                                                                                 | 6,954                                                                                 |
| 25                                          | 4,967                                                                                 | 7,364                                                                                 |
| 26                                          | 5,183                                                                                 | 7,773                                                                                 |
| 27                                          | 5,400                                                                                 | 8,182                                                                                 |
| 28                                          | 5,616                                                                                 | 8,592                                                                                 |
| 29                                          | 5,833                                                                                 | 9,001                                                                                 |
| 30                                          | 6,049                                                                                 | 9,410                                                                                 |
| 31                                          | 6,266                                                                                 | 9,820                                                                                 |
| 32                                          | 6,482                                                                                 | 10,229                                                                                |
| 33                                          | 6,699                                                                                 | 10,638                                                                                |
| 34                                          | 6,915                                                                                 | 11,048                                                                                |
| 35                                          | 7,131                                                                                 | 11,457                                                                                |
| 36                                          | 7,348                                                                                 | 11,866                                                                                |

| <b>Arts, Entertainment &amp; Recreation</b> |                                                                                       |                                                                                       |
|---------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>Age</b>                                  | <b>Required salary for 10 points (65<sup>th</sup> percentile of local PMETs) (\$)</b> | <b>Required salary for 20 points (90<sup>th</sup> percentile of local PMETs) (\$)</b> |
| 37                                          | 7,564                                                                                 | 12,275                                                                                |
| 38                                          | 7,781                                                                                 | 12,685                                                                                |
| 39                                          | 7,997                                                                                 | 13,094                                                                                |
| 40                                          | 8,214                                                                                 | 13,503                                                                                |
| 41                                          | 8,430                                                                                 | 13,913                                                                                |
| 42                                          | 8,647                                                                                 | 14,322                                                                                |
| 43                                          | 8,863                                                                                 | 14,731                                                                                |
| 44                                          | 9,080                                                                                 | 15,141                                                                                |
| ≥45                                         | 9,296                                                                                 | 15,550                                                                                |



| <b>Banking &amp; Other Financial Services Activities n.e.c.</b> |                                                                                       |                                                                                       |
|-----------------------------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>Age</b>                                                      | <b>Required salary for 10 points (65<sup>th</sup> percentile of local PMETs) (\$)</b> | <b>Required salary for 20 points (90<sup>th</sup> percentile of local PMETs) (\$)</b> |
| ≤23                                                             | 7,510                                                                                 | 11,151                                                                                |
| 24                                                              | 8,044                                                                                 | 12,044                                                                                |
| 25                                                              | 8,579                                                                                 | 12,937                                                                                |
| 26                                                              | 9,113                                                                                 | 13,829                                                                                |
| 27                                                              | 9,647                                                                                 | 14,722                                                                                |
| 28                                                              | 10,182                                                                                | 15,615                                                                                |
| 29                                                              | 10,716                                                                                | 16,508                                                                                |
| 30                                                              | 11,251                                                                                | 17,401                                                                                |
| 31                                                              | 11,785                                                                                | 18,294                                                                                |
| 32                                                              | 12,319                                                                                | 19,186                                                                                |
| 33                                                              | 12,854                                                                                | 20,079                                                                                |
| 34                                                              | 13,388                                                                                | 20,972                                                                                |
| 35                                                              | 13,922                                                                                | 21,865                                                                                |
| 36                                                              | 14,457                                                                                | 22,758                                                                                |

| <b>Banking &amp; Other Financial Services Activities n.e.c.</b> |                                                                                       |                                                                                       |
|-----------------------------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>Age</b>                                                      | <b>Required salary for 10 points (65<sup>th</sup> percentile of local PMETs) (\$)</b> | <b>Required salary for 20 points (90<sup>th</sup> percentile of local PMETs) (\$)</b> |
| 37                                                              | 14,991                                                                                | 23,650                                                                                |
| 38                                                              | 15,525                                                                                | 24,543                                                                                |
| 39                                                              | 16,060                                                                                | 25,436                                                                                |
| 40                                                              | 16,594                                                                                | 26,329                                                                                |
| 41                                                              | 17,129                                                                                | 27,222                                                                                |
| 42                                                              | 17,663                                                                                | 28,115                                                                                |
| 43                                                              | 18,197                                                                                | 29,007                                                                                |
| 44                                                              | 18,732                                                                                | 29,900                                                                                |
| ≥45                                                             | 19,266                                                                                | 30,793                                                                                |

| <b>Construction</b> |                                                                                       |                                                                                       |
|---------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>Age</b>          | <b>Required salary for 10 points (65<sup>th</sup> percentile of local PMETs) (\$)</b> | <b>Required salary for 20 points (90<sup>th</sup> percentile of local PMETs) (\$)</b> |
| ≤23                 | 5,262                                                                                 | 7,317                                                                                 |
| 24                  | 5,392                                                                                 | 7,594                                                                                 |
| 25                  | 5,522                                                                                 | 7,871                                                                                 |
| 26                  | 5,652                                                                                 | 8,148                                                                                 |
| 27                  | 5,783                                                                                 | 8,425                                                                                 |
| 28                  | 5,913                                                                                 | 8,702                                                                                 |
| 29                  | 6,043                                                                                 | 8,980                                                                                 |
| 30                  | 6,173                                                                                 | 9,257                                                                                 |
| 31                  | 6,303                                                                                 | 9,534                                                                                 |
| 32                  | 6,433                                                                                 | 9,811                                                                                 |
| 33                  | 6,563                                                                                 | 10,088                                                                                |
| 34                  | 6,694                                                                                 | 10,365                                                                                |
| 35                  | 6,824                                                                                 | 10,642                                                                                |
| 36                  | 6,954                                                                                 | 10,919                                                                                |

| <b>Construction</b> |                                                                                       |                                                                                       |
|---------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>Age</b>          | <b>Required salary for 10 points (65<sup>th</sup> percentile of local PMETs) (\$)</b> | <b>Required salary for 20 points (90<sup>th</sup> percentile of local PMETs) (\$)</b> |
| 37                  | 7,084                                                                                 | 11,196                                                                                |
| 38                  | 7,214                                                                                 | 11,473                                                                                |
| 39                  | 7,344                                                                                 | 11,750                                                                                |
| 40                  | 7,474                                                                                 | 12,028                                                                                |
| 41                  | 7,604                                                                                 | 12,305                                                                                |
| 42                  | 7,735                                                                                 | 12,582                                                                                |
| 43                  | 7,865                                                                                 | 12,859                                                                                |
| 44                  | 7,995                                                                                 | 13,136                                                                                |
| ≥45                 | 8,125                                                                                 | 13,413                                                                                |

| <b>Education</b> |                                                                                       |                                                                                       |
|------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>Age</b>       | <b>Required salary for 10 points (65<sup>th</sup> percentile of local PMETs) (\$)</b> | <b>Required salary for 20 points (90<sup>th</sup> percentile of local PMETs) (\$)</b> |
| ≤23              | 5,122                                                                                 | 6,714                                                                                 |
| 24               | 5,363                                                                                 | 7,057                                                                                 |
| 25               | 5,605                                                                                 | 7,401                                                                                 |
| 26               | 5,846                                                                                 | 7,744                                                                                 |
| 27               | 6,088                                                                                 | 8,087                                                                                 |
| 28               | 6,329                                                                                 | 8,431                                                                                 |
| 29               | 6,571                                                                                 | 8,774                                                                                 |
| 30               | 6,812                                                                                 | 9,117                                                                                 |
| 31               | 7,054                                                                                 | 9,461                                                                                 |
| 32               | 7,295                                                                                 | 9,804                                                                                 |
| 33               | 7,537                                                                                 | 10,147                                                                                |
| 34               | 7,778                                                                                 | 10,491                                                                                |
| 35               | 8,019                                                                                 | 10,834                                                                                |
| 36               | 8,261                                                                                 | 11,177                                                                                |

| <b>Education</b> |                                                                                       |                                                                                       |
|------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>Age</b>       | <b>Required salary for 10 points (65<sup>th</sup> percentile of local PMETs) (\$)</b> | <b>Required salary for 20 points (90<sup>th</sup> percentile of local PMETs) (\$)</b> |
| 37               | 8,502                                                                                 | 11,520                                                                                |
| 38               | 8,744                                                                                 | 11,864                                                                                |
| 39               | 8,985                                                                                 | 12,207                                                                                |
| 40               | 9,227                                                                                 | 12,550                                                                                |
| 41               | 9,468                                                                                 | 12,894                                                                                |
| 42               | 9,710                                                                                 | 13,237                                                                                |
| 43               | 9,951                                                                                 | 13,580                                                                                |
| 44               | 10,193                                                                                | 13,924                                                                                |
| ≥45              | 10,434                                                                                | 14,267                                                                                |

| <b>Food &amp; Beverage Services</b> |                                                                                       |                                                                                       |
|-------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>Age</b>                          | <b>Required salary for 10 points (65<sup>th</sup> percentile of local PMETs) (\$)</b> | <b>Required salary for 20 points (90<sup>th</sup> percentile of local PMETs) (\$)</b> |
| ≤23                                 | 4,241                                                                                 | 5,788                                                                                 |
| 24                                  | 4,325                                                                                 | 6,036                                                                                 |
| 25                                  | 4,409                                                                                 | 6,284                                                                                 |
| 26                                  | 4,493                                                                                 | 6,532                                                                                 |
| 27                                  | 4,577                                                                                 | 6,780                                                                                 |
| 28                                  | 4,661                                                                                 | 7,028                                                                                 |
| 29                                  | 4,745                                                                                 | 7,276                                                                                 |
| 30                                  | 4,829                                                                                 | 7,524                                                                                 |
| 31                                  | 4,913                                                                                 | 7,772                                                                                 |
| 32                                  | 4,997                                                                                 | 8,020                                                                                 |
| 33                                  | 5,081                                                                                 | 8,268                                                                                 |
| 34                                  | 5,165                                                                                 | 8,516                                                                                 |
| 35                                  | 5,249                                                                                 | 8,763                                                                                 |
| 36                                  | 5,333                                                                                 | 9,011                                                                                 |

| <b>Food &amp; Beverage Services</b> |                                                                                       |                                                                                       |
|-------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>Age</b>                          | <b>Required salary for 10 points (65<sup>th</sup> percentile of local PMETs) (\$)</b> | <b>Required salary for 20 points (90<sup>th</sup> percentile of local PMETs) (\$)</b> |
| 37                                  | 5,417                                                                                 | 9,259                                                                                 |
| 38                                  | 5,501                                                                                 | 9,507                                                                                 |
| 39                                  | 5,585                                                                                 | 9,755                                                                                 |
| 40                                  | 5,669                                                                                 | 10,003                                                                                |
| 41                                  | 5,753                                                                                 | 10,251                                                                                |
| 42                                  | 5,837                                                                                 | 10,499                                                                                |
| 43                                  | 5,921                                                                                 | 10,747                                                                                |
| 44                                  | 6,005                                                                                 | 10,995                                                                                |
| ≥45                                 | 6,089                                                                                 | 11,243                                                                                |



| <b>Fund Management Activities &amp; Activities Auxiliary to Financial Services</b> |                                                                                       |                                                                                       |
|------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>Age</b>                                                                         | <b>Required salary for 10 points (65<sup>th</sup> percentile of local PMETs) (\$)</b> | <b>Required salary for 20 points (90<sup>th</sup> percentile of local PMETs) (\$)</b> |
| ≤23                                                                                | 8,917                                                                                 | 12,474                                                                                |
| 24                                                                                 | 9,505                                                                                 | 13,749                                                                                |
| 25                                                                                 | 10,092                                                                                | 15,025                                                                                |
| 26                                                                                 | 10,680                                                                                | 16,300                                                                                |
| 27                                                                                 | 11,268                                                                                | 17,575                                                                                |
| 28                                                                                 | 11,855                                                                                | 18,850                                                                                |
| 29                                                                                 | 12,443                                                                                | 20,126                                                                                |
| 30                                                                                 | 13,030                                                                                | 21,401                                                                                |
| 31                                                                                 | 13,618                                                                                | 22,676                                                                                |
| 32                                                                                 | 14,206                                                                                | 23,951                                                                                |
| 33                                                                                 | 14,793                                                                                | 25,227                                                                                |
| 34                                                                                 | 15,381                                                                                | 26,502                                                                                |
| 35                                                                                 | 15,969                                                                                | 27,777                                                                                |
| 36                                                                                 | 16,556                                                                                | 29,053                                                                                |

| <b>Fund Management Activities &amp; Activities Auxiliary to Financial Services</b> |                                                                                       |                                                                                       |
|------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>Age</b>                                                                         | <b>Required salary for 10 points (65<sup>th</sup> percentile of local PMETs) (\$)</b> | <b>Required salary for 20 points (90<sup>th</sup> percentile of local PMETs) (\$)</b> |
| 37                                                                                 | 17,144                                                                                | 30,328                                                                                |
| 38                                                                                 | 17,732                                                                                | 31,603                                                                                |
| 39                                                                                 | 18,319                                                                                | 32,878                                                                                |
| 40                                                                                 | 18,907                                                                                | 34,154                                                                                |
| 41                                                                                 | 19,494                                                                                | 35,429                                                                                |
| 42                                                                                 | 20,082                                                                                | 36,704                                                                                |
| 43                                                                                 | 20,670                                                                                | 37,979                                                                                |
| 44                                                                                 | 21,257                                                                                | 39,255                                                                                |
| ≥45                                                                                | 21,845                                                                                | 40,530                                                                                |

| <b>Health &amp; Social Services</b> |                                                                                       |                                                                                       |
|-------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>Age</b>                          | <b>Required salary for 10 points (65<sup>th</sup> percentile of local PMETs) (\$)</b> | <b>Required salary for 20 points (90<sup>th</sup> percentile of local PMETs) (\$)</b> |
| ≤23                                 | 5,352                                                                                 | 7,106                                                                                 |
| 24                                  | 5,537                                                                                 | 7,598                                                                                 |
| 25                                  | 5,723                                                                                 | 8,091                                                                                 |
| 26                                  | 5,908                                                                                 | 8,583                                                                                 |
| 27                                  | 6,093                                                                                 | 9,075                                                                                 |
| 28                                  | 6,279                                                                                 | 9,568                                                                                 |
| 29                                  | 6,464                                                                                 | 10,060                                                                                |
| 30                                  | 6,650                                                                                 | 10,552                                                                                |
| 31                                  | 6,835                                                                                 | 11,045                                                                                |
| 32                                  | 7,020                                                                                 | 11,537                                                                                |
| 33                                  | 7,206                                                                                 | 12,029                                                                                |
| 34                                  | 7,391                                                                                 | 12,522                                                                                |
| 35                                  | 7,576                                                                                 | 13,014                                                                                |
| 36                                  | 7,762                                                                                 | 13,506                                                                                |

| Health & Social Services |                                                                                 |                                                                                 |
|--------------------------|---------------------------------------------------------------------------------|---------------------------------------------------------------------------------|
| Age                      | Required salary for 10 points (65 <sup>th</sup> percentile of local PMETs) (\$) | Required salary for 20 points (90 <sup>th</sup> percentile of local PMETs) (\$) |
| 37                       | 7,947                                                                           | 13,998                                                                          |
| 38                       | 8,132                                                                           | 14,491                                                                          |
| 39                       | 8,318                                                                           | 14,983                                                                          |
| 40                       | 8,503                                                                           | 15,475                                                                          |
| 41                       | 8,689                                                                           | 15,968                                                                          |
| 42                       | 8,874                                                                           | 16,460                                                                          |
| 43                       | 9,059                                                                           | 16,952                                                                          |
| 44                       | 9,245                                                                           | 17,445                                                                          |
| ≥45                      | 9,430                                                                           | 17,937                                                                          |

| <b>Info-communication Technology</b> |                                                                                       |                                                                                       |
|--------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>Age</b>                           | <b>Required salary for 10 points (65<sup>th</sup> percentile of local PMETs) (\$)</b> | <b>Required salary for 20 points (90<sup>th</sup> percentile of local PMETs) (\$)</b> |
| ≤23                                  | 6,939                                                                                 | 9,778                                                                                 |
| 24                                   | 7,229                                                                                 | 10,375                                                                                |
| 25                                   | 7,520                                                                                 | 10,972                                                                                |
| 26                                   | 7,810                                                                                 | 11,570                                                                                |
| 27                                   | 8,100                                                                                 | 12,167                                                                                |
| 28                                   | 8,391                                                                                 | 12,764                                                                                |
| 29                                   | 8,681                                                                                 | 13,361                                                                                |
| 30                                   | 8,971                                                                                 | 13,959                                                                                |
| 31                                   | 9,262                                                                                 | 14,556                                                                                |
| 32                                   | 9,552                                                                                 | 15,153                                                                                |
| 33                                   | 9,842                                                                                 | 15,750                                                                                |
| 34                                   | 10,133                                                                                | 16,348                                                                                |
| 35                                   | 10,423                                                                                | 16,945                                                                                |
| 36                                   | 10,713                                                                                | 17,542                                                                                |

| <b>Info-communication Technology</b> |                                                                                       |                                                                                       |
|--------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>Age</b>                           | <b>Required salary for 10 points (65<sup>th</sup> percentile of local PMETs) (\$)</b> | <b>Required salary for 20 points (90<sup>th</sup> percentile of local PMETs) (\$)</b> |
| 37                                   | 11,003                                                                                | 18,139                                                                                |
| 38                                   | 11,294                                                                                | 18,736                                                                                |
| 39                                   | 11,584                                                                                | 19,334                                                                                |
| 40                                   | 11,874                                                                                | 19,931                                                                                |
| 41                                   | 12,165                                                                                | 20,528                                                                                |
| 42                                   | 12,455                                                                                | 21,125                                                                                |
| 43                                   | 12,745                                                                                | 21,723                                                                                |
| 44                                   | 13,036                                                                                | 22,320                                                                                |
| ≥45                                  | 13,326                                                                                | 22,917                                                                                |

| <b>Insurance, Reinsurance, Provident and Pension Funding</b> |                                                                                       |                                                                                       |
|--------------------------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>Age</b>                                                   | <b>Required salary for 10 points (65<sup>th</sup> percentile of local PMETs) (\$)</b> | <b>Required salary for 20 points (90<sup>th</sup> percentile of local PMETs) (\$)</b> |
| ≤23                                                          | 6,481                                                                                 | 9,394                                                                                 |
| 24                                                           | 6,735                                                                                 | 9,979                                                                                 |
| 25                                                           | 6,988                                                                                 | 10,563                                                                                |
| 26                                                           | 7,242                                                                                 | 11,148                                                                                |
| 27                                                           | 7,495                                                                                 | 11,732                                                                                |
| 28                                                           | 7,749                                                                                 | 12,317                                                                                |
| 29                                                           | 8,003                                                                                 | 12,901                                                                                |
| 30                                                           | 8,256                                                                                 | 13,486                                                                                |
| 31                                                           | 8,510                                                                                 | 14,070                                                                                |
| 32                                                           | 8,763                                                                                 | 14,655                                                                                |
| 33                                                           | 9,017                                                                                 | 15,239                                                                                |
| 34                                                           | 9,271                                                                                 | 15,824                                                                                |
| 35                                                           | 9,524                                                                                 | 16,408                                                                                |
| 36                                                           | 9,778                                                                                 | 16,993                                                                                |

| <b>Insurance, Reinsurance, Provident and Pension Funding</b> |                                                                                       |                                                                                       |
|--------------------------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>Age</b>                                                   | <b>Required salary for 10 points (65<sup>th</sup> percentile of local PMETs) (\$)</b> | <b>Required salary for 20 points (90<sup>th</sup> percentile of local PMETs) (\$)</b> |
| 37                                                           | 10,031                                                                                | 17,577                                                                                |
| 38                                                           | 10,285                                                                                | 18,162                                                                                |
| 39                                                           | 10,538                                                                                | 18,746                                                                                |
| 40                                                           | 10,792                                                                                | 19,331                                                                                |
| 41                                                           | 11,046                                                                                | 19,915                                                                                |
| 42                                                           | 11,299                                                                                | 20,500                                                                                |
| 43                                                           | 11,553                                                                                | 21,084                                                                                |
| 44                                                           | 11,806                                                                                | 21,669                                                                                |
| ≥45                                                          | 12,060                                                                                | 22,253                                                                                |



| <b>Land Transport &amp; Logistics</b> |                                                                                       |                                                                                       |
|---------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>Age</b>                            | <b>Required salary for 10 points (65<sup>th</sup> percentile of local PMETs) (\$)</b> | <b>Required salary for 20 points (90<sup>th</sup> percentile of local PMETs) (\$)</b> |
| ≤23                                   | 4,721                                                                                 | 6,621                                                                                 |
| 24                                    | 4,860                                                                                 | 7,086                                                                                 |
| 25                                    | 4,999                                                                                 | 7,552                                                                                 |
| 26                                    | 5,138                                                                                 | 8,017                                                                                 |
| 27                                    | 5,276                                                                                 | 8,482                                                                                 |
| 28                                    | 5,415                                                                                 | 8,947                                                                                 |
| 29                                    | 5,554                                                                                 | 9,413                                                                                 |
| 30                                    | 5,693                                                                                 | 9,878                                                                                 |
| 31                                    | 5,832                                                                                 | 10,343                                                                                |
| 32                                    | 5,971                                                                                 | 10,808                                                                                |
| 33                                    | 6,110                                                                                 | 11,274                                                                                |
| 34                                    | 6,249                                                                                 | 11,739                                                                                |
| 35                                    | 6,387                                                                                 | 12,204                                                                                |
| 36                                    | 6,526                                                                                 | 12,670                                                                                |

| Land Transport & Logistics |                                                                                 |                                                                                 |
|----------------------------|---------------------------------------------------------------------------------|---------------------------------------------------------------------------------|
| Age                        | Required salary for 10 points (65 <sup>th</sup> percentile of local PMETs) (\$) | Required salary for 20 points (90 <sup>th</sup> percentile of local PMETs) (\$) |
| 37                         | 6,665                                                                           | 13,135                                                                          |
| 38                         | 6,804                                                                           | 13,600                                                                          |
| 39                         | 6,943                                                                           | 14,065                                                                          |
| 40                         | 7,082                                                                           | 14,531                                                                          |
| 41                         | 7,221                                                                           | 14,996                                                                          |
| 42                         | 7,359                                                                           | 15,461                                                                          |
| 43                         | 7,498                                                                           | 15,926                                                                          |
| 44                         | 7,637                                                                           | 16,392                                                                          |
| ≥45                        | 7,776                                                                           | 16,857                                                                          |

| <b>Manufacturing</b> |                                                                                       |                                                                                       |
|----------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>Age</b>           | <b>Required salary for 10 points (65<sup>th</sup> percentile of local PMETs) (\$)</b> | <b>Required salary for 20 points (90<sup>th</sup> percentile of local PMETs) (\$)</b> |
| ≤23                  | 5,609                                                                                 | 7,785                                                                                 |
| 24                   | 5,830                                                                                 | 8,224                                                                                 |
| 25                   | 6,050                                                                                 | 8,663                                                                                 |
| 26                   | 6,271                                                                                 | 9,102                                                                                 |
| 27                   | 6,491                                                                                 | 9,541                                                                                 |
| 28                   | 6,712                                                                                 | 9,980                                                                                 |
| 29                   | 6,933                                                                                 | 10,419                                                                                |
| 30                   | 7,153                                                                                 | 10,858                                                                                |
| 31                   | 7,374                                                                                 | 11,297                                                                                |
| 32                   | 7,594                                                                                 | 11,736                                                                                |
| 33                   | 7,815                                                                                 | 12,175                                                                                |
| 34                   | 8,036                                                                                 | 12,614                                                                                |
| 35                   | 8,256                                                                                 | 13,052                                                                                |
| 36                   | 8,477                                                                                 | 13,491                                                                                |

| <b>Manufacturing</b> |                                                                                       |                                                                                       |
|----------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>Age</b>           | <b>Required salary for 10 points (65<sup>th</sup> percentile of local PMETs) (\$)</b> | <b>Required salary for 20 points (90<sup>th</sup> percentile of local PMETs) (\$)</b> |
| 37                   | 8,697                                                                                 | 13,930                                                                                |
| 38                   | 8,918                                                                                 | 14,369                                                                                |
| 39                   | 9,138                                                                                 | 14,808                                                                                |
| 40                   | 9,359                                                                                 | 15,247                                                                                |
| 41                   | 9,580                                                                                 | 15,686                                                                                |
| 42                   | 9,800                                                                                 | 16,125                                                                                |
| 43                   | 10,021                                                                                | 16,564                                                                                |
| 44                   | 10,241                                                                                | 17,003                                                                                |
| ≥45                  | 10,462                                                                                | 17,442                                                                                |

| <b>Media</b> |                                                                                       |                                                                                       |
|--------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>Age</b>   | <b>Required salary for 10 points (65<sup>th</sup> percentile of local PMETs) (\$)</b> | <b>Required salary for 20 points (90<sup>th</sup> percentile of local PMETs) (\$)</b> |
| ≤23          | 5,323                                                                                 | 8,243                                                                                 |
| 24           | 5,522                                                                                 | 8,682                                                                                 |
| 25           | 5,721                                                                                 | 9,120                                                                                 |
| 26           | 5,920                                                                                 | 9,559                                                                                 |
| 27           | 6,119                                                                                 | 9,997                                                                                 |
| 28           | 6,318                                                                                 | 10,436                                                                                |
| 29           | 6,516                                                                                 | 10,874                                                                                |
| 30           | 6,715                                                                                 | 11,313                                                                                |
| 31           | 6,914                                                                                 | 11,751                                                                                |
| 32           | 7,113                                                                                 | 12,190                                                                                |
| 33           | 7,312                                                                                 | 12,628                                                                                |
| 34           | 7,511                                                                                 | 13,067                                                                                |
| 35           | 7,710                                                                                 | 13,506                                                                                |
| 36           | 7,909                                                                                 | 13,944                                                                                |

| <b>Media</b> |                                                                                       |                                                                                       |
|--------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>Age</b>   | <b>Required salary for 10 points (65<sup>th</sup> percentile of local PMETs) (\$)</b> | <b>Required salary for 20 points (90<sup>th</sup> percentile of local PMETs) (\$)</b> |
| 37           | 8,108                                                                                 | 14,383                                                                                |
| 38           | 8,307                                                                                 | 14,821                                                                                |
| 39           | 8,506                                                                                 | 15,260                                                                                |
| 40           | 8,704                                                                                 | 15,698                                                                                |
| 41           | 8,903                                                                                 | 16,137                                                                                |
| 42           | 9,102                                                                                 | 16,575                                                                                |
| 43           | 9,301                                                                                 | 17,014                                                                                |
| 44           | 9,500                                                                                 | 17,452                                                                                |
| ≥45          | 9,699                                                                                 | 17,891                                                                                |

| <b>Other Community, Social &amp; Personal Services</b> |                                                                                       |                                                                                       |
|--------------------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>Age</b>                                             | <b>Required salary for 10 points (65<sup>th</sup> percentile of local PMETs) (\$)</b> | <b>Required salary for 20 points (90<sup>th</sup> percentile of local PMETs) (\$)</b> |
| ≤23                                                    | 4,492                                                                                 | 6,350                                                                                 |
| 24                                                     | 4,611                                                                                 | 6,670                                                                                 |
| 25                                                     | 4,731                                                                                 | 6,991                                                                                 |
| 26                                                     | 4,850                                                                                 | 7,311                                                                                 |
| 27                                                     | 4,969                                                                                 | 7,631                                                                                 |
| 28                                                     | 5,089                                                                                 | 7,951                                                                                 |
| 29                                                     | 5,208                                                                                 | 8,272                                                                                 |
| 30                                                     | 5,328                                                                                 | 8,592                                                                                 |
| 31                                                     | 5,447                                                                                 | 8,912                                                                                 |
| 32                                                     | 5,566                                                                                 | 9,232                                                                                 |
| 33                                                     | 5,686                                                                                 | 9,553                                                                                 |
| 34                                                     | 5,805                                                                                 | 9,873                                                                                 |
| 35                                                     | 5,924                                                                                 | 10,193                                                                                |
| 36                                                     | 6,044                                                                                 | 10,514                                                                                |

| Other Community, Social & Personal Services |                                                                                 |                                                                                 |
|---------------------------------------------|---------------------------------------------------------------------------------|---------------------------------------------------------------------------------|
| Age                                         | Required salary for 10 points (65 <sup>th</sup> percentile of local PMETs) (\$) | Required salary for 20 points (90 <sup>th</sup> percentile of local PMETs) (\$) |
| 37                                          | 6,163                                                                           | 10,834                                                                          |
| 38                                          | 6,282                                                                           | 11,154                                                                          |
| 39                                          | 6,402                                                                           | 11,474                                                                          |
| 40                                          | 6,521                                                                           | 11,795                                                                          |
| 41                                          | 6,641                                                                           | 12,115                                                                          |
| 42                                          | 6,760                                                                           | 12,435                                                                          |
| 43                                          | 6,879                                                                           | 12,755                                                                          |
| 44                                          | 6,999                                                                           | 13,076                                                                          |
| ≥45                                         | 7,118                                                                           | 13,396                                                                          |



| <b>Professional Services</b> |                                                                                       |                                                                                       |
|------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>Age</b>                   | <b>Required salary for 10 points (65<sup>th</sup> percentile of local PMETs) (\$)</b> | <b>Required salary for 20 points (90<sup>th</sup> percentile of local PMETs) (\$)</b> |
| ≤23                          | 6,175                                                                                 | 9,589                                                                                 |
| 24                           | 6,437                                                                                 | 10,187                                                                                |
| 25                           | 6,699                                                                                 | 10,784                                                                                |
| 26                           | 6,961                                                                                 | 11,382                                                                                |
| 27                           | 7,223                                                                                 | 11,980                                                                                |
| 28                           | 7,485                                                                                 | 12,577                                                                                |
| 29                           | 7,748                                                                                 | 13,175                                                                                |
| 30                           | 8,010                                                                                 | 13,772                                                                                |
| 31                           | 8,272                                                                                 | 14,370                                                                                |
| 32                           | 8,534                                                                                 | 14,968                                                                                |
| 33                           | 8,796                                                                                 | 15,565                                                                                |
| 34                           | 9,058                                                                                 | 16,163                                                                                |
| 35                           | 9,320                                                                                 | 16,761                                                                                |
| 36                           | 9,582                                                                                 | 17,358                                                                                |

| <b>Professional Services</b> |                                                                                       |                                                                                       |
|------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>Age</b>                   | <b>Required salary for 10 points (65<sup>th</sup> percentile of local PMETs) (\$)</b> | <b>Required salary for 20 points (90<sup>th</sup> percentile of local PMETs) (\$)</b> |
| 37                           | 9,844                                                                                 | 17,956                                                                                |
| 38                           | 10,106                                                                                | 18,554                                                                                |
| 39                           | 10,368                                                                                | 19,151                                                                                |
| 40                           | 10,631                                                                                | 19,749                                                                                |
| 41                           | 10,893                                                                                | 20,346                                                                                |
| 42                           | 11,155                                                                                | 20,944                                                                                |
| 43                           | 11,417                                                                                | 21,542                                                                                |
| 44                           | 11,679                                                                                | 22,139                                                                                |
| ≥45                          | 11,941                                                                                | 22,737                                                                                |

| <b>Public Administration &amp; Defence</b> |                                                                                       |                                                                                       |
|--------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>Age</b>                                 | <b>Required salary for 10 points (65<sup>th</sup> percentile of local PMETs) (\$)</b> | <b>Required salary for 20 points (90<sup>th</sup> percentile of local PMETs) (\$)</b> |
| ≤23                                        | 6,648                                                                                 | 8,940                                                                                 |
| 24                                         | 6,932                                                                                 | 9,416                                                                                 |
| 25                                         | 7,216                                                                                 | 9,892                                                                                 |
| 26                                         | 7,500                                                                                 | 10,367                                                                                |
| 27                                         | 7,784                                                                                 | 10,843                                                                                |
| 28                                         | 8,068                                                                                 | 11,319                                                                                |
| 29                                         | 8,352                                                                                 | 11,795                                                                                |
| 30                                         | 8,636                                                                                 | 12,271                                                                                |
| 31                                         | 8,920                                                                                 | 12,747                                                                                |
| 32                                         | 9,204                                                                                 | 13,222                                                                                |
| 33                                         | 9,488                                                                                 | 13,698                                                                                |
| 34                                         | 9,772                                                                                 | 14,174                                                                                |
| 35                                         | 10,055                                                                                | 14,650                                                                                |
| 36                                         | 10,339                                                                                | 15,126                                                                                |

| <b>Public Administration &amp; Defence</b> |                                                                                       |                                                                                       |
|--------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>Age</b>                                 | <b>Required salary for 10 points (65<sup>th</sup> percentile of local PMETs) (\$)</b> | <b>Required salary for 20 points (90<sup>th</sup> percentile of local PMETs) (\$)</b> |
| 37                                         | 10,623                                                                                | 15,601                                                                                |
| 38                                         | 10,907                                                                                | 16,077                                                                                |
| 39                                         | 11,191                                                                                | 16,553                                                                                |
| 40                                         | 11,475                                                                                | 17,029                                                                                |
| 41                                         | 11,759                                                                                | 17,505                                                                                |
| 42                                         | 12,043                                                                                | 17,981                                                                                |
| 43                                         | 12,327                                                                                | 18,456                                                                                |
| 44                                         | 12,611                                                                                | 18,932                                                                                |
| ≥45                                        | 12,895                                                                                | 19,408                                                                                |

| <b>Real Estate Services</b> |                                                                                       |                                                                                       |
|-----------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>Age</b>                  | <b>Required salary for 10 points (65<sup>th</sup> percentile of local PMETs) (\$)</b> | <b>Required salary for 20 points (90<sup>th</sup> percentile of local PMETs) (\$)</b> |
| ≤23                         | 5,746                                                                                 | 9,217                                                                                 |
| 24                          | 5,882                                                                                 | 9,634                                                                                 |
| 25                          | 6,017                                                                                 | 10,051                                                                                |
| 26                          | 6,153                                                                                 | 10,467                                                                                |
| 27                          | 6,289                                                                                 | 10,884                                                                                |
| 28                          | 6,424                                                                                 | 11,301                                                                                |
| 29                          | 6,560                                                                                 | 11,718                                                                                |
| 30                          | 6,695                                                                                 | 12,135                                                                                |
| 31                          | 6,831                                                                                 | 12,552                                                                                |
| 32                          | 6,967                                                                                 | 12,968                                                                                |
| 33                          | 7,102                                                                                 | 13,385                                                                                |
| 34                          | 7,238                                                                                 | 13,802                                                                                |
| 35                          | 7,374                                                                                 | 14,219                                                                                |
| 36                          | 7,509                                                                                 | 14,636                                                                                |

| Real Estate Services |                                                                                 |                                                                                 |
|----------------------|---------------------------------------------------------------------------------|---------------------------------------------------------------------------------|
| Age                  | Required salary for 10 points (65 <sup>th</sup> percentile of local PMETs) (\$) | Required salary for 20 points (90 <sup>th</sup> percentile of local PMETs) (\$) |
| 37                   | 7,645                                                                           | 15,052                                                                          |
| 38                   | 7,781                                                                           | 15,469                                                                          |
| 39                   | 7,916                                                                           | 15,886                                                                          |
| 40                   | 8,052                                                                           | 16,303                                                                          |
| 41                   | 8,187                                                                           | 16,720                                                                          |
| 42                   | 8,323                                                                           | 17,137                                                                          |
| 43                   | 8,459                                                                           | 17,553                                                                          |
| 44                   | 8,594                                                                           | 17,970                                                                          |
| ≥45                  | 8,730                                                                           | 18,387                                                                          |

| <b>Retail Trade</b> |                                                                                       |                                                                                       |
|---------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>Age</b>          | <b>Required salary for 10 points (65<sup>th</sup> percentile of local PMETs) (\$)</b> | <b>Required salary for 20 points (90<sup>th</sup> percentile of local PMETs) (\$)</b> |
| ≤23                 | 5,247                                                                                 | 7,426                                                                                 |
| 24                  | 5,332                                                                                 | 7,637                                                                                 |
| 25                  | 5,417                                                                                 | 7,849                                                                                 |
| 26                  | 5,501                                                                                 | 8,060                                                                                 |
| 27                  | 5,586                                                                                 | 8,272                                                                                 |
| 28                  | 5,671                                                                                 | 8,483                                                                                 |
| 29                  | 5,756                                                                                 | 8,694                                                                                 |
| 30                  | 5,841                                                                                 | 8,906                                                                                 |
| 31                  | 5,926                                                                                 | 9,117                                                                                 |
| 32                  | 6,010                                                                                 | 9,329                                                                                 |
| 33                  | 6,095                                                                                 | 9,540                                                                                 |
| 34                  | 6,180                                                                                 | 9,752                                                                                 |
| 35                  | 6,265                                                                                 | 9,963                                                                                 |
| 36                  | 6,350                                                                                 | 10,174                                                                                |

| Retail Trade |                                                                                 |                                                                                 |
|--------------|---------------------------------------------------------------------------------|---------------------------------------------------------------------------------|
| Age          | Required salary for 10 points (65 <sup>th</sup> percentile of local PMETs) (\$) | Required salary for 20 points (90 <sup>th</sup> percentile of local PMETs) (\$) |
| 37           | 6,434                                                                           | 10,386                                                                          |
| 38           | 6,519                                                                           | 10,597                                                                          |
| 39           | 6,604                                                                           | 10,809                                                                          |
| 40           | 6,689                                                                           | 11,020                                                                          |
| 41           | 6,774                                                                           | 11,231                                                                          |
| 42           | 6,859                                                                           | 11,443                                                                          |
| 43           | 6,943                                                                           | 11,654                                                                          |
| 44           | 7,028                                                                           | 11,866                                                                          |
| ≥45          | 7,113                                                                           | 12,077                                                                          |



| <b>Utilities &amp; Other Goods Producing Industries</b> |                                                                                       |                                                                                       |
|---------------------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>Age</b>                                              | <b>Required salary for 10 points (65<sup>th</sup> percentile of local PMETs) (\$)</b> | <b>Required salary for 20 points (90<sup>th</sup> percentile of local PMETs) (\$)</b> |
| ≤23                                                     | 5,909                                                                                 | 8,855                                                                                 |
| 24                                                      | 6,155                                                                                 | 9,288                                                                                 |
| 25                                                      | 6,401                                                                                 | 9,720                                                                                 |
| 26                                                      | 6,647                                                                                 | 10,153                                                                                |
| 27                                                      | 6,893                                                                                 | 10,585                                                                                |
| 28                                                      | 7,139                                                                                 | 11,018                                                                                |
| 29                                                      | 7,385                                                                                 | 11,450                                                                                |
| 30                                                      | 7,631                                                                                 | 11,883                                                                                |
| 31                                                      | 7,877                                                                                 | 12,315                                                                                |
| 32                                                      | 8,123                                                                                 | 12,748                                                                                |
| 33                                                      | 8,369                                                                                 | 13,180                                                                                |
| 34                                                      | 8,616                                                                                 | 13,613                                                                                |
| 35                                                      | 8,862                                                                                 | 14,045                                                                                |
| 36                                                      | 9,108                                                                                 | 14,478                                                                                |

| Utilities & Other Goods Producing Industries |                                                                                 |                                                                                 |
|----------------------------------------------|---------------------------------------------------------------------------------|---------------------------------------------------------------------------------|
| Age                                          | Required salary for 10 points (65 <sup>th</sup> percentile of local PMETs) (\$) | Required salary for 20 points (90 <sup>th</sup> percentile of local PMETs) (\$) |
| 37                                           | 9,354                                                                           | 14,910                                                                          |
| 38                                           | 9,600                                                                           | 15,343                                                                          |
| 39                                           | 9,846                                                                           | 15,775                                                                          |
| 40                                           | 10,092                                                                          | 16,208                                                                          |
| 41                                           | 10,338                                                                          | 16,640                                                                          |
| 42                                           | 10,584                                                                          | 17,073                                                                          |
| 43                                           | 10,830                                                                          | 17,505                                                                          |
| 44                                           | 11,076                                                                          | 17,938                                                                          |
| ≥45                                          | 11,322                                                                          | 18,370                                                                          |

| <b>Wholesale Trade</b> |                                                                                       |                                                                                       |
|------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>Age</b>             | <b>Required salary for 10 points (65<sup>th</sup> percentile of local PMETs) (\$)</b> | <b>Required salary for 20 points (90<sup>th</sup> percentile of local PMETs) (\$)</b> |
| ≤23                    | 5,749                                                                                 | 8,511                                                                                 |
| 24                     | 5,974                                                                                 | 9,038                                                                                 |
| 25                     | 6,199                                                                                 | 9,564                                                                                 |
| 26                     | 6,424                                                                                 | 10,091                                                                                |
| 27                     | 6,649                                                                                 | 10,617                                                                                |
| 28                     | 6,874                                                                                 | 11,144                                                                                |
| 29                     | 7,098                                                                                 | 11,670                                                                                |
| 30                     | 7,323                                                                                 | 12,197                                                                                |
| 31                     | 7,548                                                                                 | 12,723                                                                                |
| 32                     | 7,773                                                                                 | 13,250                                                                                |
| 33                     | 7,998                                                                                 | 13,776                                                                                |
| 34                     | 8,223                                                                                 | 14,303                                                                                |
| 35                     | 8,448                                                                                 | 14,829                                                                                |
| 36                     | 8,673                                                                                 | 15,356                                                                                |

| <b>Wholesale Trade</b> |                                                                                       |                                                                                       |
|------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>Age</b>             | <b>Required salary for 10 points (65<sup>th</sup> percentile of local PMETs) (\$)</b> | <b>Required salary for 20 points (90<sup>th</sup> percentile of local PMETs) (\$)</b> |
| 37                     | 8,898                                                                                 | 15,882                                                                                |
| 38                     | 9,123                                                                                 | 16,409                                                                                |
| 39                     | 9,348                                                                                 | 16,935                                                                                |
| 40                     | 9,572                                                                                 | 17,462                                                                                |
| 41                     | 9,797                                                                                 | 17,988                                                                                |
| 42                     | 10,022                                                                                | 18,515                                                                                |
| 43                     | 10,247                                                                                | 19,041                                                                                |
| 44                     | 10,472                                                                                | 19,568                                                                                |
| ≥45                    | 10,697                                                                                | 20,094                                                                                |